

MONTANA HUMAN RIGHTS BUREAU
Fiscal Year 2009 (July 1, 2008 to June 30, 2009)
Statistics in Brief

CASELOAD SUMMARY

	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Total FY 09
Cases filed each quarter	199	101	122	202	624
Cases closed each quarter	143	179	152	139	613

TYPES OF CASE CLOSURE IN ALL CASES

	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Total FY09
Closures favoring complainant 41%					
Predetermination settlements	38	49	24	20	131
Withdrawal w/ benefits	5	1	3	4	13
Conciliation after reasonable cause finding	19	20	8	20	67
Reasonable cause finding (conciliation failure, sent to hearings)	4	5	15	14	38
				TOTAL	249
Closures favoring respondent 52%					
No cause findings	68	94	88	69	319
Miscellaneous closures 7%					
ADMINISTRATIVE CLOSURES					
Withdrawal-no benefits	9	10	14	12	45
				TOTAL CLOSURES	613

TYPE OF RESPONDENT-Cases Filed

	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Total FY09
Private employers	134	77	79	129	419
State & local government	23	16	31	30	100
Public college/university	1	0	0	1	2
School districts	21	3	9	13	46
Other	20	5	3	29	57
Other includes: private colleges/universities, private elementary schools, unions, employment agencies etc...				TOTAL	624

AREA OF ALLEGED DISCRIMINATION-Cases Filed

	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Total FY09
Employment	154	89	100	127	470
Housing	21	2	3	31	57
Government services	12	4	9	16	41
Insurance	0	1	0	1	2
Public accommodations	8	3	6	22	39
Education	4	2	1	5	12
Other	0	0	3	0	3
				TOTAL	624

BASIS OF ALLEGED DISCRIMINATION - ALL CASES FILED*

	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Total FY09
Sex - female	47	19	25	43	134
Pregnancy	17	11	11	7	46
Sex - male	3	4	2	7	16
Age	29	20	29	37	115
Retaliation	51	26	30	51	158
Disability	106	59	65	121	351
Marital status	6	3	3	10	22
Political belief	2	0	1	1	4
Religion	11	0	4	16	31
National origin	15	8	6	9	38
Race - American Indian	22	11	21	16	70
Race - Black	5	5	3	1	14
Race - other	1	1	6	5	13
Familial status	3	0	0	10	13
Color	11	4	4	1	20
Other	0	1	1	2	4

*percentages total more than 100% because some cases
allege more than one basis

BASIS OF ALLEGED DISCRIMINATION - EMPLOYMENT CASES FILED ONLY*

	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Total FY09
Sex - female	45	19	25	37	126
Pregnancy	17	11	11	6	45
Sex - male	3	3	1	5	12
Age	29	19	28	31	107
Color	11	4	0	1	16
Retaliation	50	25	29	37	141
Disability	89	53	55	73	270
Marital status	6	3	2	5	16
Political belief	2	0	0	1	3
Religion	5	0	2	4	11
Other	0	1	2	2	5
National origin	11	8	4	8	31
Race - American Indian	11	7	18	2	38
Race - Black	4	3	3	1	11
Race - other	1	1	6	5	13

ISSUES OF ALLEGED DISCRIMINATION - ALL CASES FILED*

	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Total FY09
Discharge	70	46	42	58	216
Terms/conditions	44	27	18	37	126
Hiring	21	11	25	15	72
Sexual harassment	20	11	17	18	66
Demotion	5	0	0	1	6
Harassment	39	21	20	38	118
Reasonable Accom.	24	19	16	35	94
Maternity					
Leave	0	2	0	1	3
Return to Work	4	2	0	1	0
Pay comparability	5	1	0	0	6
Promotion	3	2	1	0	6
Other**	69	22	46	70	207

*percentages total to more than number of cases
filed because some cases allege more than one issue or basis

**Other issues of Discrimination include but are not limited to: Advertising, Apprenticeship, Assignment, Benefits, Pension, Insurance, References, Referrals, Discipline, Layoff, Exclusion, Paternity, Training, Union Representation, Posting Notices, Recall, Early Retirement incentives etc.

BASIS OF ALLEGED DISCRIMINATION - HOUSING CASES FILED ONLY*

	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Total FY09
Sex - female	2	0	0	2	4
Sex - male	0	0	0	1	1
Age	0	0	0	5	5
Retaliation	1	1	0	0	2
Disability	9	1	1	25	36
Marital status	0	0	1	5	6
Political belief	0	0	0	0	0
Religion	0	0	1	0	1
National origin	0	0	1	0	1
Race - American Indian	6	1	0	0	7
Race - Black	0	0	0	0	0
Race - other	0	0	0	0	0
Familial status	3	0	0	10	13

*percentages total more than 100% because some cases allege more than one basis

TYPES OF CASE CLOSURE IN HOUSING CASES

	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Total FY09
Closures favoring complainant					
Predetermination settlements	5	10	2	1	18
Withdrawal w/ benefits	0	0	0	1	1
Conciliation after reasonable cause finding	0	0	1	0	1
Reasonable cause finding (conciliation failure, sent to hearings)	1	1	0	0	2
			Total		22
Closures favoring respondent					
No cause findings	3	7	2	1	13
Miscellaneous closures					
ADMINISTRATIVE CLOSURES					
Withdrawal-no benefits	0	0	0	1	1
			Total Housing Closures		36